

MOU related to SPARK
September 19, 2016

The Sacramento City Teachers Association (SCTA) and the Sacramento City Unified School District hereby agree as follows:

1. The District will put all SPARK initiatives on hold. SPARK initiatives include but are not limited to:
 - Selection of SPARK team
 - Selection of SPARK team lead
 - Definition of duties, size and responsibilities of SPARK teams
 - SPARK trainings
 - SPARK communication
 - SPARK professional learning
 - Work of SPARK training specialists on any SPARK related items including but not limited to work with certificated staff or principals and administrators.
 - Designation of which school sites receive which level of SPARK training
 - Surveying of SCTA-represented staff related to SPARK issues.
2. The parties will begin negotiations regarding the implementation of SPARK (or a mutually agreed name for the initiative previously known as SPARK) and no aspect of the initiative will be implemented unless mutually agreed by both parties or until the negotiation process has been exhausted and legal impasse is reached. The parties will make a good faith effort to resolve these issues within forty-five days (45) of the signing of this agreement. Nothing shall prevent the parties from mutually agreeing to implement certain agreed-upon components of the agreement even if there remain unresolved aspects of the overall initiative.
3. The parties agree that where individual schools or individual educators have, prior to April 20, 2016, implemented SEL, PBIS, and restorative practice initiatives, those schools *a educators* may continue to engage in those initiatives.
4. With the District's commitment to put the implementation of SPARK on hold and to bargain in good faith with SCTA over its implementation and its effects and within three (3) days of the signing of this agreement, SCTA agrees to withdraw the Unfair Labor Practice Charge filed on August 31, 2016, with the California Public Employees Relations Board.

For the Association

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For the Employer

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